

PERFORMANCE STANDARDS AND RATING SCALES

The five (5) standards of the board of education:

1. **Vision, Leadership & Accountability** – The board of education commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.
2. **Board Governance & Policy** – The board of education works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.
3. **Communication & Community Relations** – The board of education effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.
4. **Fiscal Resources, Staff Recruitment & Environment** – The board of education oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports districtwide learning and promotes conditions for health and safety.
5. **Ethical Leadership** – The board of education promotes the success of ALL students and staff, and conducts district business in a fair, respectful and responsible manner.

Performance ratings will use the HEDI scale.

Rating Scale – Highly Effective, Effective, Developing, Ineffective (HEDI)			
Highly Effective	Effective	Developing	Ineffective
Performance exceeds the criteria	Performance meets the criteria	Performance is inconsistent and partially meets the criteria	Performance does not meet the criteria and requires significant improvement
Noteworthy evidence and observation demonstrates the board's exemplary performance. The board has exceeded the criteria and has consistently had a positive impact on board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates that the board's performance has made moderate gains – or maintained the status quo – in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates the board has not met the performance criteria and has had a negative impact on board operations and/or relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

STANDARD 1: VISION, LEADERSHIP & ACCOUNTABILITY

The board of education commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources:
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board develops a shared vision and mission that reflects student achievement and community priorities, and communicates it to the community.			✓		<input type="checkbox"/> Written and visible vision statement <input type="checkbox"/> Established district goals <input type="checkbox"/> Board agendas <input type="checkbox"/> Board presentations <input type="checkbox"/> Board retreats <input type="checkbox"/> Communication materials, website, newsletters <input type="checkbox"/> Annual evaluation of the superintendent report <input type="checkbox"/> Board self-evaluation report <input type="checkbox"/> Attendance records at state-mandated training Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. The board develops annual district goals in alignment with the district vision and mission and adopts an action plan developed by the superintendent to meet the annual goals. Goals are communicated to the community.			✓		
C. The board regularly monitors progress on district goals, effective instruction and student achievement with data-based information.			✓		
D. The board annually evaluates the job performance of the superintendent and monitors the progress made on annual superintendent objectives.		✓			
E. The board conducts a self-evaluation to monitor its own performance and participates in professional development, including state mandated training in the first and third years of term per NRS386.		✓			
					Rating for this standard <div> <div>HE</div> <div>E</div> <div>D</div> <div>I</div> </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) Ratings explained: A) While the district has a vision and mission, I have not heard the board refer to it nor do I see them utilizing it to make decisions consistently. B) While the board did develop district goals that do align with the vision and mission, I have not seen an action plan. I have seen a pamphlet that communicates these goals to the community but as a parent I have not been informed of them. I believe that parent engagement in this category could be increased. I also understand that although the board created goals, these goals are not shared throughout the district by all schools and staff. I believe communication needs to increase and the entire goal making process needs to be reviewed. C) I have seen the administration report on these goals, but again I think communication needs to be improved so all parties, staff, parents, kids, teachers, admin have the same goal. D) I am aware this has occurred. E) This is the self-evaluation so it is occurring.					

STANDARD 2: BOARD GOVERNANCE & POLICY

The board of education works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Date and agenda of workshops/trainings <input type="checkbox"/> Policy review and updates <input type="checkbox"/> Board policies <input type="checkbox"/> Board member handbook and/or new board orientation materials <input type="checkbox"/> Attendance records at state-mandated training
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board and superintendent participate in workshops/trainings to build team relationships, review roles, responsibilities, and board operations and orient new board members.			✓		Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. The board has a procedure in place for reviewing established policies on a regular basis and developing new ones.			✓		
C. The board closely adheres to its own procedures, protocols and policies for effective board operations.			✓		
D. The board clearly understands its governance role and responsibilities, adheres to open meetings laws, and delegates district operation responsibilities to the superintendent.			✓		
E. Board members publically support the decision of the majority and speak with a unified voice.			✓		
					Rating for this standard <div> <div>HE</div> <div>E</div> <div>D</div> <div>I</div> </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) Explanation of ratings: A) As a new board member I did receive an orientation from the superintendent but not from members of the board or the whole board and I believe this process could be improved. B) I have seen some of this. C) I have seen the board do this, and I have also seen the board argue about whether or not this is occurring. D) I feel as if some board members have a clear understanding of their role and authority while others do not. E) The board does publicly adhere to the majority wins rule but I would say the board does not have a unified voice.					

STANDARD 3: COMMUNICATION & COMMUNITY RELATIONS

The board of education effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Communication policies or procedures <input type="checkbox"/> Schedules of or invitations to community forums <input type="checkbox"/> Reports or presentations on programs that demonstrate community partnerships <input type="checkbox"/> Legislative meetings, letters, or advocacy efforts <input type="checkbox"/> Newsletters and website <input type="checkbox"/> Survey results Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board develops a collaborative relationship with the superintendent, keeping cooperation and respectful discussions at the core of its deliberation.			✓		
B. The board establishes effective communication with parents, students, staff and community members while respecting the chain of command and lines of responsibility.				✓	
C. The board works with the superintendent to gain input from the community using forums, survey instruments and other vehicles following agreed-upon procedures.				✓	
D. The board actively generates support for the district through its vision and promoting educational opportunities for all students.			✓		
E. The board is an advocate for the district's interests with legislators and other elected public officials.				✓	
					Rating for this standard <div> HE E D I </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) A) I believe that some board members try to have a collaborative relationship with the superintendent but I do not see true partnership and I definitely do not see the board as a whole communicating the same things to the superintendent. B) I do not see the board having a consistent message to either staff, students, teachers, admin or parents. I do believe that most board members do respect the chain of command but I do not see effective communication thus far. C) I have not seen this occur and as a parent, I have not been offered this either. The only input for the community seems to be board meetings and at that time it is impossible to answer questions much less have productive dialogue. D) This can be improved upon. E) I have not seen this occur.					

STANDARD 4: FISCAL RESOURCES, STAFF RECRUITMENT & ENVIRONMENT

The board of education oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports districtwide learning and promotes conditions for health and safety.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources:
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board adopts an annual budget that adheres to the provisions of the law and allocates resources based on the district's vision, goals, and priorities for student learning.			✓		<input type="checkbox"/> Policy on budget adoption <input type="checkbox"/> Communication materials, website, newsletters <input type="checkbox"/> Facilities plan and schedule for updates <input type="checkbox"/> Internal audit report <input type="checkbox"/> External audit report <input type="checkbox"/> Risk assessment report <input type="checkbox"/> Policy on recruitment and hiring criteria <input type="checkbox"/> Professional development plans
B. The board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies and invites community input.				✓	
C. The board monitors a facilities plan that meets district student and staff health and safety regulations and guidelines.			✓		
D. The board ensures that the audit committee functions in accordance with State regulatory requirements, reviews internal and external audit findings and responds accordingly.				✓	
E. The board supports the recruitment of highly effective teachers, administrators and staff and provides professional development and support to meet requirements.				✓	
					Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
					Rating for this standard <div> <div>HE</div> <div>E</div> <div>D</div> <div>I</div> </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) Reasonings for ratings: A) I have seen a budget but I am unaware of the specifics this early on, so I believe this area could use improvement. B) I have seen no communication with the community regarding budget matters at this point. C) I have seen some facilities plans and planned upgrades but I have not seen any formal plan at this point. D) I have yet to see or hear anything in regards to an audit at this point. E) I have not seen any accountability on behalf of the board in terms of recruitment, hiring, and professional development.					

STANDARD 5: ETHICAL LEADERSHIP

The board of education promotes the success of ALL students and staff, and conducts district business in a fair, respectful and responsible manner.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Articulation or publication of plans and programs for students' success <input type="checkbox"/> Board members' code of conduct
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. Board members actively promote the belief in the success of all students in the district.			✓		Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. Board members act as conscientious role models, and exhibit professionalism.			✓		
C. Board members exercise their authority only as a board of the whole and recognize that no individual board member has authority to take individual action on behalf of the board.				✓	
D. Board members avoid conflicts of interest and appropriately disclose if one arises.				✓	
E. The board has adopted and annually reaffirms its code of conduct.			✓		
					Rating for this standard <div> HE E D I </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) Reasoning for ratings: A) I have see some board members do this and while I believe that most board members do have this belief, I do not see it discussed enough. B) I have seen some professionalism and some non-professionalism. C) I do not see a cohesive knowledge of authority from the board. I believe some members think they have more authority than others. I also believe that authority is earned and should not just be given due to a title. I would like to see less of authoritative board and more of a supportive and collaborative board. D) I feel that seeing as though we all live and work in these small communities, our board members could be more direct about acknowledging biases that may exist and internally checking to make sure a topic, discussion point, or vote is solely for the benefit of the district as a whole. E) I have see the board review but not reaffirm their code of conduct.					

ANNUAL SCHOOL BOARD GOALS

Annual goals and evidence of progress need to be identified before completing this sheet.

ANNUAL SCHOOL BOARD GOALS	EVIDENCE OF PROGRESS OR COMPLETION (Evidence/Data Sources)	Highly Effective	Effective	Developing	Ineffective
		Exceeded GOALS	Met GOALS	Partially Met GOALS	Did Not Meet GOALS
Short Term #1. Each board member will seek to improve communication during board member reports. This could include reporting back about committee assignments, training opportunities, or important information related to the work of a school board trustee.	I believe some board members do this well while others do not. I would like to see some board members more engaged, walking schools, and overall contributing in a meaningful way outside of the board meetings.			✓	
Long Term #1. Fulfill mandated training requirements per NRS.	I am unaware of the status of each board member in relation to training requirements but I am assuming these are tracked. I would hope that as board members we would be made aware of each others progress so that we could support each other fulfilling our duties.			✓	
Long Term #2. Analyze and address crowding in our schools.	I have yet to hear any discussions on this thus far. They might have occurred outside of the time I have been on the board. As I have not seen this, I am rating this low.				✓

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ANNUAL SCHOOL BOARD GOALS	EVIDENCE OF PROGRESS OR COMPLETION (Evidence/Data Sources)	Highly Effective	Effective	Developing	Ineffective
		Exceeded GOAL	Met GOAL	Partially Met GOAL	Didn't Meet GOAL
Long Term #3. Graduate all LCSD students to be college, career and life successful.	I have been impressed thus far with the focus on a successful life- either through college, the military, or the trades- vs a focus on just higher education. I would like to see more of a focus on what a successful life entails, like more initiatives that deal with mental health, community supports and overall student satisfaction.			✓	
Long Term #4. Provide all LCSD students a positive learning experience that meets the Student Bill of Rights and highest factors influencing student achievement.	I have not seen the board focus on this, although I can acknowledge some topics discussed that could be on the periphery of this topic. I believe there is always room for improvement.			✓	
	Overall, I would really like to see the board work as a team, have positive interactions with all, and work to be a supportive board that is active, able to listen, and be thoughtful so that every facet of the LCSD is thriving.				